

July 25, 2018

Exhibit 2

Libby Asbestos Superfund Liaison

Current Legislative Requirements:

- Employee of DEQ
- Serves as staff to the Libby asbestos superfund advisory team.

Brainstorming Options:

		Notes for consideration:	Require legislation?
1.	Continuing current recruitment efforts based on current job description, requirements, and recruitment strategy. - Current DEQ salary range. - Advanced minimum qualifications - Incumbent must locate and reside in Lincoln County	-Some members of Advisory team don't think that the salary range will result in successful recruitment. -Pay range is commensurate with other senior employees at DEQ. -Length of time for recruitment and not having the position filled is a concern.	No
2.	Re-evaluate recruitment efforts to align minimum qualifications and job requirements. -May lower salary range based on classification.	- May allow more candidates to qualify and apply for position. - Entry level applicants may be of interest if they have the right aptitude. - Risk in getting a candidate that can hit the ground running and not require a lot of mentoring/supervision.	No
3.	Re-evaluate recruitment efforts to take off requirement on work location. -Could recruit for position in Helena or work out of the DEQ Kalispell office.	-Change in location could expand applicant pool.	No
4.	Change the requirement for the liaison to be a DEQ employee to a Lincoln County employee funded by the cleanup trust fund.	-County could set pay range and provide direct supervision as directed by the advisory team. -Challenges on how position could assist with DEQ's O&M roles/responsibilities and if additional DEQ staff would be needed for coordination.	Yes

5.	Change the requirement for the liaison to be a DEQ employee to a direct hire by the Advisory team funded by the cleanup trust fund	<ul style="list-style-type: none"> - Similar position across state government have challenges with no direct supervision and advisory/boards time to effectively manage. - Unsure how pay, benefits, etc would be set. - Challenges on how position could assist with DEQ's O&M roles/responsibilities and if addition DEQ staff would be needed for coordination. 	Yes
6.	Eliminate the Libby asbestos superfund liaison position. Require DEQ to coordinate the Libby asbestos superfund advisory team meetings, administer the trust fund, and develop and foster the role of ARP.	<ul style="list-style-type: none"> - DEQ could coordinate with ARP and look at this group to help. - DEQ would hire another superfund project officer in Helena to assist current Project Site manager with O&M and other assignments. 	Yes
7.	Hire an external contractor to serve as the Libby Liaison position, handle all logistics, and requirements of the advisory team. Contractor would work remotely to serve as staff.	<ul style="list-style-type: none"> - Cost may be higher and strain the administrative cap/budget established. - Assist with fast ramp up of coordination requirements and be adjusted overtime based on future work demand. 	Yes
8.	Eliminate State Role for long term O&M, shifting that responsibility to Lincoln County, through the Board of Health, divert legislatively assigned funds biennially to Lincoln County. State O&M funds remaining in legislatively established fund. As such, Libby Liaison position no longer required.	<ul style="list-style-type: none"> - Could establish precedent, however maybe advisable do the continuing Public Health Emergency. - DEQ would retain administrative role over invested funds - Lincoln County would retain enforcement role for ICs and covenants. 	Yes

Note: All options would need further discussion and are not necessarily universally supported. They are provided as brainstorming options for consideration.